

27 September 1978

MEMORANDUM FOR: Deputy Director of Central Intelligence

FROM

:

Federal Women's Program Board

STAT

SUBJECT

:

Concerns of the Federal Women's  
Program Board

1. We are very pleased that you have agreed to take time from your busy schedule to meet with the Federal Women's Program Board. As you know, the Board was organized to examine ways to enhance the status of women in our Agency. The Board's mission is to identify for the DCI and DDCI problems and issues related to women and to recommend corrective action where such action appears necessary. We are anxious to hear your views on the role of women in the Agency. Because of the concern you have already manifested for Agency personnel, we feel confident that you are sensitive and sympathetic to our problems and aspirations.

2. Although they have served the Agency since its beginning, constituting one-third of the workforce, women continue to be concentrated in the lower grades. We are interested in finding new ways to focus the attention of management on this situation. The statistics are known, but statistics do not change without help. We are looking at a number of ways to improve the status of women in CIA, such as the following:

- Ensure that women professionals already on board receive the assignments and training necessary to prepare them for management positions.
- Appoint qualified women to policy-making positions.
- Provide upward mobility opportunities to all employees.

For the future, may we suggest:

- Scrutinize present recruiting approaches to ensure equal treatment to all applicants, e.g. asking the same questions of each applicant, not employing a patronizing manner toward any applicant.
- Increase the number of women recruiters.
- Select more women's colleges, especially those with strong science departments, for recruiting trips.
- Concentrate on recruiting women specifically for senior or mid-level positions.

3. Although opportunities for women have widened in the Agency, there are still managers, who do not envision women in certain occupations, who tend to steer women in administrative or staff positions as opposed to line management, or who view women and men as stereotypes. In many situations, because of women's cultural conditioning to a passive role, the committed manager will have to encourage talented female employees to take advantage of the opportunities available. We encourage you to share your views with us during our session.

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